

## Desired Successor Superintendent Characteristics Camden City School District

After seeking extensive input from students, parents, district staff teachers, and community members via interviews, focus groups, and a community survey, the NJDOE Commissioner and Camden City School District Advisory Board of Education seek a **strong, empathic, and courageous educational leader** who possesses a background in multi cultural competency and the following characteristics:

- ❖ **Leadership & Vision:** The superintendent should be a strategic planner, visionary, independent thinker, and instructional leader. They must have a strong vision for the district's future, be able to develop and implement plans to emerge from state control and unify the district around a common vision.
- ❖ **Communication & Transparency:** Effective communication, transparency, and visibility in schools and the community are crucial. The superintendent should be able to communicate with multiple stakeholder groups, listen to the community, staff, and advisory board before making decisions, and advocate for the district. There is a preference for a bilingual or multilingual speaker to better connect with the diverse population.
- ❖ **Collaboration & Relationship Building:** Building teams, collaborating effectively, and fostering strong relationships within the district and the community are essential. The superintendent should value authentic engagement, work with public officials, and promote management/labor collaboration. They should also understand and navigate the dynamics of the cabinet and other internal groups.
- ❖ **Fiscal Responsibility & Management:** The superintendent must demonstrate fiscal responsibility, manage resources effectively, balance the budget, and eliminate the budget deficit. They should also have the ability to obtain and keep fiscal resources, stabilize and allocate resources equitably, and understand the complexities of current enrollments, state control, and funding.
- ❖ **Understanding Camden & Challenges of Urban Education:** A deep understanding of Camden's unique challenges, urban community nuances, and history is critical. The superintendent should know the community, what each community values, and be able to address the district's specific issues. They must also be politically aware and astutely navigate the political landscape.
- ❖ **Equity & Inclusivity:** The superintendent should value equity, promote inclusive practices, and advocate for all students, especially the most vulnerable. They should work toward diversification of the leadership team, ensure accountability, and address issues of nepotism and cronyism. Understanding and addressing the needs of bilingual and special education populations is also important.
- ❖ **Decision-Making & Problem-Solving:** Decisive and collaborative decision-making abilities are important. The superintendent must be willing to take risks, think outside the box, manage crises, and implement with clear expectations. They should also prioritize school discipline and attendance while holding students, parents, and staff accountable. Utilizing evidence/data to inform decisions will be critical for accountability and trust building.
- ❖ **Personal Qualities:** Integrity, courage, humility, empathy, and a genuine commitment to the district are highly valued. The superintendent should be approachable, personable, and willing to become part of the community. They should also have a proven track record of success and be dedicated to improving academic performance.

In regard to **leadership experiences and accomplishments**, the CCSD successful state superintendent candidate will:

- ❖ Have demonstrated highly successful educational leadership experience in a community with similar strengths, demographics and challenges.
- ❖ Have or be immediately eligible for New Jersey School Administrator Certificate or a Letter of Eligibility for the same.

### Compensation:

Salary in the range of \$200,000 - \$250,000 subject to actual qualifications, experience, and credentials and subject to negotiations. Benefits similar to other district employees, applicable NJ statutes and subject to negotiation.

**Interested and qualified individuals can learn more about the position and apply at:**

<https://hyasearch.com/job/superintendent-camden-nj/>